



2019 ANNUAL REPORT

TOIGO
MISSION
POSSIBLE

INTRODUCTION

CONVICTION IN WHAT FINANCIAL LEADERSHIP CAN AND SHOULD BE

SUE AND THE LATE BOB TOIGO NOTICED A LACK OF DIVERSITY—A GLARING IMBALANCE IN WHO WAS CONTROLLING INVESTMENT CAPITAL.

Being excluded from the control of capital is like being excluded from home ownership; it makes it nearly impossible to build wealth or to impact your community. They knew that alone, two people wouldn't change the world, but two people could do something. Their early work in 1989—along with prominent investors and others who cared—led to the launch of what is today one of the most highly regarded non-profit leadership programs in the country with focus on careers in finance.

As the Toigo Foundation celebrates a 30-year milestone with the measures of success amplified by the nearly 2,000 professionals the organization has formally touched through its work, the organization has presented not only a mission that is critically important to the future of financial leadership for our country, but also demonstration of what is possible when the combination of talent and opportunity comes to life.



INSIGHT
RESPECT

"We never imagined it was possible that we would touch the lives of thousands of brilliant investment professionals—helping them become leaders in the largest investment firms and holding leadership roles from managing significant institutional capital for prominent pension funds. We never imagined it would be possible that our guidance would assist them in launching their own funds. And we certainly never imagined it would be possible we would demonstrate to the industry the financial and social benefits of having diverse teams. Well, we have achieved the unimaginable—that's Mission Possible."

SUE TOIGO, CO-FOUNDER



MISSION
POSSIBLE

MISSION POSSIBLE MEANS...

ADVANCEMENT BASED ON EXCELLENCE

TOIGO ALUMNI HAVE ACHIEVED LEVELS OF RECOGNITION AND SUCCESS ACROSS EVERY SECTOR OF FINANCE AND POSITIONS OF IMPACT. They are celebrated in 2019 for fully leveraging the support from the Foundation at the start of their journey—and all along the way—to eventually take a seat at some of the most prominent leadership tables in the industry, as well as fueling the ambitions of future leaders who will follow in their footsteps. 2019 marked the recognition of more than 70% of past participants holding senior leadership roles some managing significant institutional capital for prominent pension funds, endowments and foundations, leading their own organizations and gaining increased visibility for their subject matter expertise and contributions to the industry.

LEADERSHIP THAT REPRESENTS OUR NATION'S CHANGING POPULATION

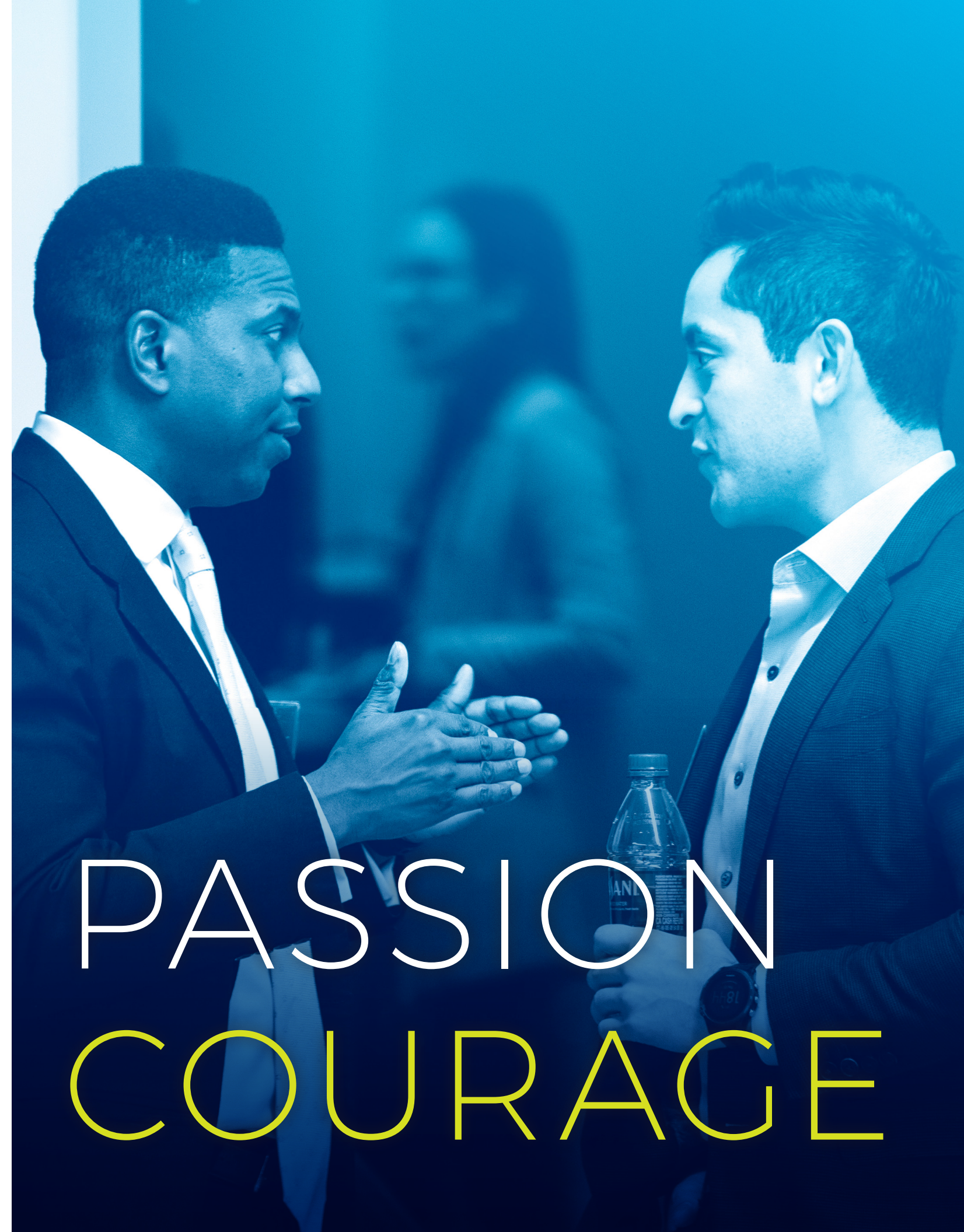
FROM THE START, TOIGO RECOGNIZED THE IMPORTANCE OF ENSURING THAT THE WORLD OF FINANCE WOULD BENEFIT TREMENDOUSLY FROM THE RICHNESS OF TALENT REFLECTING A MULTICULTURAL GROUP OF LEADERS. The notion of a multicultural network like Toigo is powerful as it a setting for students to bond across the intersectionality of race and culture, to learn from the start how to embrace difference as they become senior leaders and have control over employment and business decisions.

Out of nearly 400 applicants, 90 talented individuals were selected to receive the distinction of Toigo Fellow. They joined a cohort of 68 in the class of 2020. In 2019, The Foundation invested \$1.5M in industry education programming, technical training, and career advisory support to students; believing it is imperative for today's leaders to remain current on emerging investment trends, innovative strategies and that ongoing commitment to learning is essential in today's investment climate.

COURAGE TO TACKLE DISPARITIES AND DIFFICULT CONVERSATIONS HEAD ON

REACHING THIS HALLMARK OF SUCCESS IS THE RESULT OF A PASSIONATE TEAM OF PROFESSIONALS WITH TIRELESS AMBITION TO BE AGENTS OF CHANGE. Anchored by the original mission of the organization, the team has understood that to promote advancement for diverse leaders, it is important to build and maintain vibrant engagement and partnership with firms, to be focused and thoughtful to drive sustainable change, and to fulfill a pledge to remain vigilant.

With an average of sixteen years of service, the team is unmatched and presents a dynamic of deep institutional knowledge, teamwork, and capacity to execute on the Foundation's mission. Over this 30 year period, the Foundation's work spans the arc of a leader's career, from rising MBA to C-Suite level experienced talent. The team continually fine-tunes programming to provide organizations and individuals with a trusted resource for fostering leadership success.



PASSION
COURAGE

LETTER FROM THE PRESIDENT & CEO

30 YEARS AGO, TOIGO’S VISION AND ACTIONS CREATED A DRUMBEAT IN THE HEARTS OF MANY PROFESSIONALS OF COLOR WITHIN THE INDUSTRY WHO, IN THE EARLY DAYS, WERE THE FIRST AND ONLY AT OUR FIRMS PURSUING OUR OWN LEADERSHIP JOURNEYS.

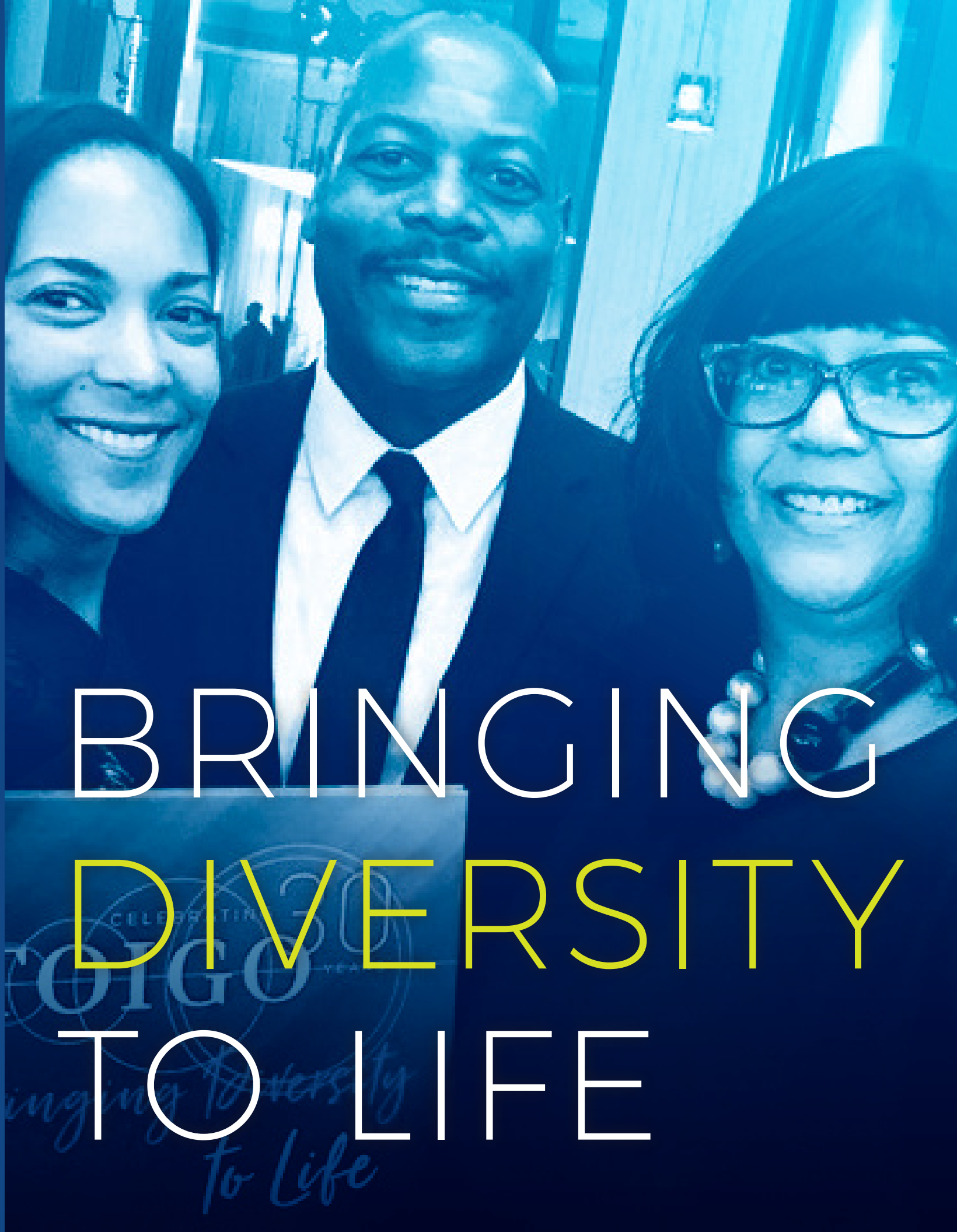
We saw an opportunity to serve as ambassadors in addressing social responsibility in meaningful ways. We followed the courageous leadership displayed by Toigo’s founders—putting themselves on the line to welcome other professionals of color in hopes of collectively creating a shift in the employment landscape.

The launch of the Toigo Foundation also fueled the development of an informal but invaluable nationwide network of diverse professionals—a lifeline that fostered support for each other at a time when many of us were working in isolation. The fellowship was the very platform needed; it provided a way for us to contribute and channel our passion as champions for change and to invest our time, our expertise, and our hearts in the lives and aspirations of those supported through the fellowship.

It has been my honor to demonstrate my leadership vision of how impactful Toigo can be and its potential to expand its reach now more than ever. By setting sights higher, embracing change, and being open to possibilities and new partnerships, we have ensured that the dreams of our Founders for change, for equity in education and business, and passion for diverse leadership is always at the core of our work.

Nancy A. Sims

Nancy Sims | President & CEO



BRINGING
DIVERSITY
TO LIFE



STRATEGIC PLANNING

VISION FOR THE FUTURE

THE 30-YEAR MILESTONE IS A CRITICAL INFLECTION POINT FOR THE ORGANIZATION. The Toigo Board of Directors executed on a strategic discussion which looked critically into the work of the past 30 years and the prospect of reframing the organization in years to come. Their discipline to engage in this healthy discourse and exchange of ideas led to dialogue with leadership on options for the next 30 years. Conversations allowed for analysis of untapped areas of opportunity, realignment of programming given changing dynamics within the industry that impact skills and talent requirements, and adding scale to high impact programs. These areas are of greatest priority for the years ahead.

BUILDING STRONG RELATIONSHIPS

THE IMPORTANCE OF BUILDING AND MAINTAINING CORPORATE RELATIONSHIPS IS A STRENGTH OF THE TOIGO ORGANIZATION. This focus has resulted in meaningful, relevant dialogue and a deep understanding of the fluidity of the markets that influence current and future requirements for talent—thoughtfully aligning programming to address those needs with a focus on programming support provided to participants.

Each year we convene to acknowledge the firms and individuals who value the importance of an inclusive workplace and those who demonstrate—through their individual efforts and philanthropy—support of the Foundation to advance our work.

Equally, the 2019 celebration allowed the Foundation to present its thought leadership and perspective on a changing world and how diverse, globally-minded leaders can advance the needed change in the investments made in communities that need it most and where diverse leaders with a social conscience and eye to giving back can also derive success by making impact investments having far reaching effects.

“When AAAIM was founded in 2006, Toigo was the first to welcome us and offer to help get the AAAIM organization get started. Toigo recognized AAAIM at its 2007 gala with the Trailblazer award that launched us with a level of visibility that is priceless. Toigo has been a great partner on this journey as we work together to support talent that reflects our organizations and American society.”

BRENDA CHIA, CO-CHAIR, AAAIM



DEEP
IMPACT

Toigo Alumnus José Feliciano (Stanford '99 – Co-Founder and Managing Partner, Clearlake Capital Group and Toigo Governing Board Member) was recognized with the “Mission Possible: Impact” award. Upon acceptance, José pledged a gift of \$500,000 to the Foundation.



30TH ANNIVERSARY CELEBRATION

GENERATING NEW THINKING

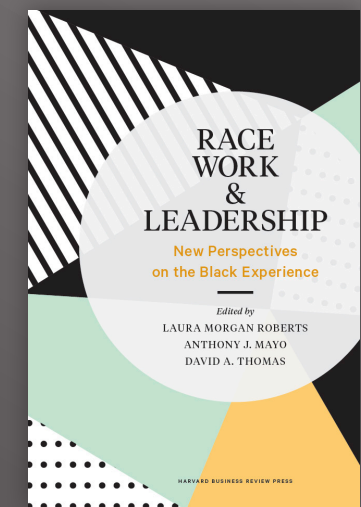
WHILE THERE IS A WEALTH OF INFORMATION AVAILABLE ON LEADERSHIP, TALENT, AND INCLUSION, TOIGO HAS A UNIQUE VANTAGE POINT—AND SENSE OF RESPONSIBILITY TO PRESENT OUR OWN THOUGHT LEADERSHIP ON KEY TOPICS IMPACTING TALENT, CAREER, AND D&I.

Our direct (and extended) network and trusted role places Toigo in a unique position to provide the industry with candid viewpoints and insights not commonly available. This direct connection to those impacted by inclusion and diversity efforts allows us to deliver unvarnished truths about what is working—and what is not as conversation starters around solutions for change.

In 2019, Toigo thought leadership offered a year end highlight around the issues of race and leadership—with a focus on Black leaders. The piece was the starting point for our advanced work planned for the coming year.

“Everything is moving around and we are seeing change at every turn. But the one thing that stays consistent, that you can count on to be there is Toigo’s sense of justice and its willingness to stand up to inequities and advocate for fairness and opportunity through its work.”

STACY BLAKE-BEARD, PH.D.
RENOWNED SCHOLAR, CONSULTANT, SPEAKER

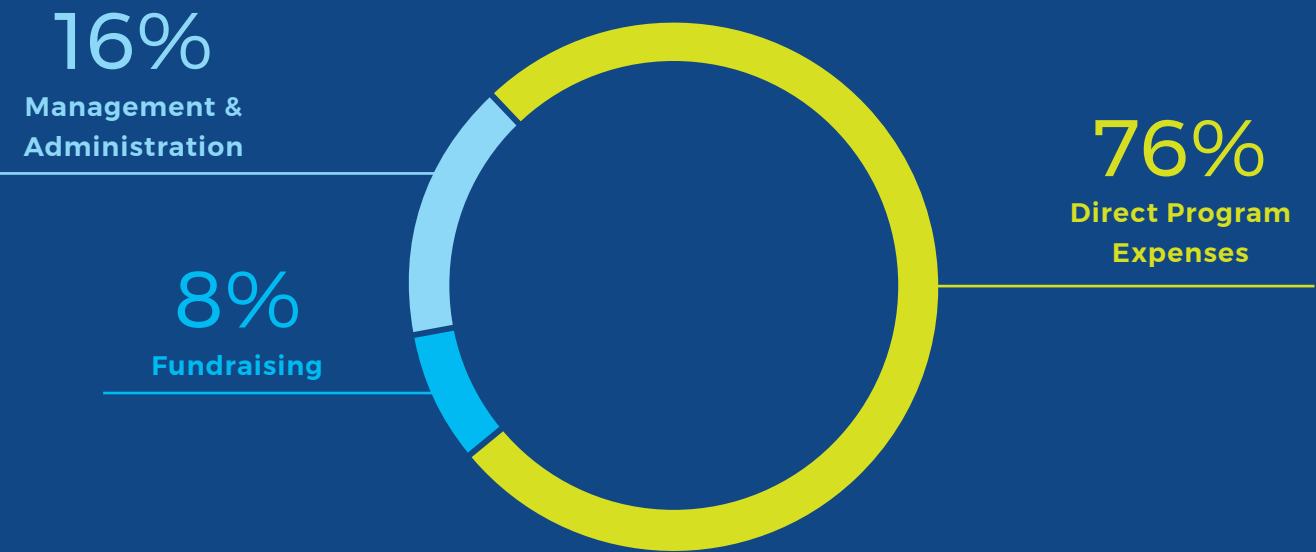


THOUGHT LEADERSHIP

FINANCIALS

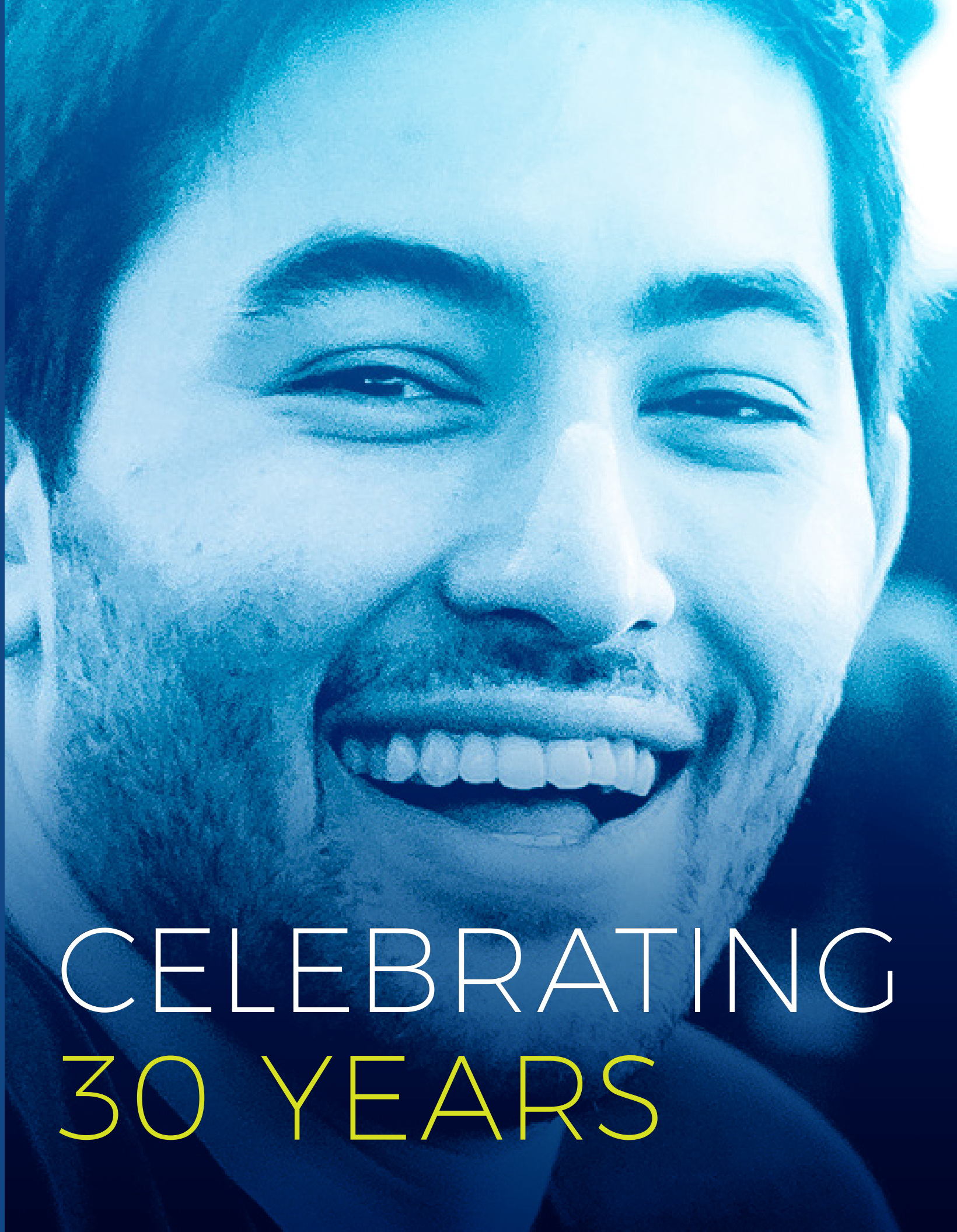
THE FOUNDATION OPERATES CONSERVATIVELY WITH RESPECT TO OPERATIONAL COSTS. THE TOIGO TEAM EXECUTES ITS DEVELOPMENT STRATEGY ON DIVERSIFYING THE SECTORS OF FINANCE IT SERVES AND SUPPORTING THE UNIQUENESS OF OUR PROGRAMMING BY WAY OF NEW REVENUE STREAMS.

A 20% increase in revenue in 2019 symbolizes spreading recognition of Toigo’s brand of excellence and the desire of supporters to see the organization carry forward its work in years to come. Toigo has demonstrated a long-term commitment to ensuring that the greatest investment of dollars raised are aligned with the mission of the organization and directly benefitting the participants.



The increase in management and administration expenses in 2019 reflect the Foundation’s investment in enhanced financial management software and metric tools addressing the increasing requirement of non-profits for advanced compliance and donor reporting.

CELEBRATING
30 YEARS





Bringing Diversity to Life

WWW.TOIGOFUNDATION.ORG

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